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2018

Affirmative Action Report, VPFA - 2018

USM Faculty Senate

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Good afternoon. Thank you for letting me have time at your retreat today to discuss compensation. I recognize the frustration people feel and the need for resolution, and hopefully the next time I present some of those details they're looking for will be present.

On a different note, I was asked about representation numbers. While the Affirmative Action Plan has not been officially signed off by the president, I wanted to go ahead and give you the findings of our analysis. We will be presenting this information to Cabinet maybe next month, so if you would like for us to do a similar presentation for Faculty Senate we will be happy to. In the meantime, you are welcome to share these numbers:

USM Total, All Campus Locations

<u>EEO Category</u>	<u>Female Representation</u>	<u>Underutilization</u>	<u>Minority Representation</u>	<u>Underutilization</u>
Executive/Admin/Managerial	53.85%	None	16.15%	None
Faculty	49.69%	None	18.65%	None
Professional Non-Faculty	62.36%	None	26.42%	None
Secretarial/Clerical	91.04%	None	25.05%	None
Technical/Para-professional	42.22%	None	23.94%	None
Skilled Craft	4.23%	None	25.35%	None
Service Maintenance Workers	51.34%	None	64.17%	None

* Note: Underutilization refers to whether we have a statistically significant shortfall of what the representation should be based on the availability of that EEO class in the workforce. "None" means that we were not statistically significant from goal representation and are where we should be.

* Note 2: Because I know it will be asked, the goal representation for female faculty is 50.48% and for minorities is 18.81%.